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Labor Laws and their Enforcement with Special Reference to Massachusetts. By CHARLES E. PERSONS, MABEL PARTON, MABELLE MOSES, and Three "Fellows." Edited by SUSAN M. KINGSBURY. (New York: Longmans, Green and Company. 1911. Pp. xxii, 419. \$2.00.)

These studies are presented as Volume II of *Studies in Economic Relations of Women* issued by the Research Department of the Women's Educational and Industrial Union in Boston. "They do not pretend to give a complete survey, nor do they make an attempt at formulating a social programme"; but they do constitute an important contribution to the literature upon labor legislation. The investigations have apparently been painstaking and the conclusions are cautiously, perhaps too cautiously, stated. There is need of more studies of a similar nature relating particularly to the administration of the labor laws of other American commonwealths.

Chapter I presents a survey of the labor legislation of Massachusetts from 1825 to the passage of the Ten-Hour law in 1874. The agitation during this period was kept alive by the humanitarians and the leaders of the wage earners. The chief demand was for a shorter working day. The period under consideration "chronicled the beginnings of labor legislation in that the right to regulate the relations between employer and employee was acknowledged." From the opening to the close of the era, the most potent and oft-repeated argument for a shorter working day emphasized the necessity of leisure time for education. And an exhausted, ignorant laboring class was repeatedly asserted to be a menace to American institutions. The influx of immigrant labor into the factories of the state and the increasing size of industrial units tended to weaken the opposition to the passage of labor legislation. Recent legislation has been adequately considered elsewhere by Miss Sarah Whittesley and Professor F. Spencer Baldwin.

Chapters II and III present clearly and concretely the difficulties involved in enforcing laws which run counter to the immediate economic interests of employers. These two chapters also show how thoughtless, ignorant and needy employees often aid in making the enforcement of labor laws difficult; and how the parents of children connive at violations of the child labor laws. Many specific cases of the evasion of labor laws are presented. The weakness of coercive legislation is evident. Can we, for example, formulate scientific legislation, that is, legislation which will make it

desirable from a purely bread-and-butter point of view, to install sanitary appliances and safety devices in factories, or to refuse to employ child workers?

Chapter IV on the "Standing of Massachusetts in the Administration of Labor Legislation" is the most valuable study in the volume. American legislatures are prone to pass a mass of legislation "which contains much dead timber" because the administrative system provided is inadequate to perform its proper functions. The administration of labor laws in Massachusetts is compared quantitatively and qualitatively with that in other states. The conclusion is reached that Massachusetts, as compared with other states, stands near the top in regard to laws regulating the conditions of labor and prescribing the enforcement of such laws; "but she has fallen far behind our other states in providing the machinery for enforcing those laws." A careful analysis of the problems connected with the administration of labor laws is found in this chapter. The need of standardizing terms is emphasized. Such a common term as "factory" is not sufficiently standardized to allow accurate comparisons to be made between different reports upon labor conditions. Charts are appended comparing the systems of administration of labor laws in different states.

Chapter V contains a digest of the Labor Laws of Massachusetts, 1902-1910. Chapter VI is concerned with the regulation of private employment agencies in the United States. The conclusions reached indicate that there is at present no adequate state or national system of regulating private employment agencies. Charts are used to compare the system provided in the various states for licensing and regulating such agencies.

FRANK T. CARLTON.

Albion College.

Les Conditions du Travail aux Etats-Unis, Etudiées Specialement dans la Tannerie au Chrome pour Chaussures. Rapports Présentés à M. le Ministère du Travail. By F. PIN, H. CHAUMARTIN, CH. FRITZ, F. RICHARD and CHARLES BARRAT. (Paris: Edouard Cornély et Cie. 1910. Pp. xvi, 317.)

In 1908, at the instance of the management of a French tannery, the Minister of Labor dispatched a commission to study industrial conditions in the United States. The commission was composed of an investigator attached to the Department of Labor, two repre-